Future Directions (CIC)  
Team Manager (Registered Nurse) Terms and Conditions

1. **Pay Structure - Team Leader (Registered Nurse)**

| £21,523 | Newly qualified nurses will commence on the bottom point, but will qualify for an increment after 6 months and 12 months, dependent of performance during preceptorship |
| £22,942 |  |
| £24,363 | Commencement point and progression through the points is dependent on qualifications and experience, as well as ongoing performance in the role. |
| £25,783 |  |
| £27,421 |  |
| £28,785 |  |

2. **Annual Leave**

- On Commencement: 30 days inclusive of public holidays
- After 5 Years: 33 days inclusive of bank holidays

3. **Sickness Absence**

- During probationary period: SSP only (if entitled)
- Up to 2 years: 1 month full pay followed by 1 month half pay
- Over 2 years: 2 months full pay followed by 1 month half pay

Note that Future Directions CIC do not pay occupational sick pay for the first three days of any sickness absence.

4. **Enhancements**

The following are additional payments which shall be payable on top of basic pay for the following shifts:

- **Waking Night**: Time plus 20% for hours between 11pm and 7am
- **Bank Holiday**: Time plus 50% for working Christmas Day and New Years Day
- **Sleep Ins**: Additional payment of £40
- **On-call**: £15 per period for weekdays (9am – 9am), £25 per period for weekends, Christmas Day and New Years Day
5. **Hours of Work**

Full time hours are 37.5 per week. This is a nurse led service, meaning we need a nurse on duty 24/7, so flexibility will be required, according to the needs of the service. In addition to contracted hours,

6. **Probationary Period**

On appointment, each employee will undertake a twelve month probationary period to assess suitability in the role. When this is successfully completed, the appointment will be confirmed.

7. **Notice Periods**

The notice period is 8 weeks.

8. **Disclosure Checks**

All appointments will be subject to enhanced DBS checks and checks against the barred lists – prospective employees are required to pay for their own checks.

9. **Expenses**

For essential and agreed, work-related travel, rates according to the HMRC approved mileage rates will be paid – these can be found on [http://www.hmrc.gov.uk/rates/travel.htm](http://www.hmrc.gov.uk/rates/travel.htm).

Any other reasonable expenses can be agreed by the Service Manager.